

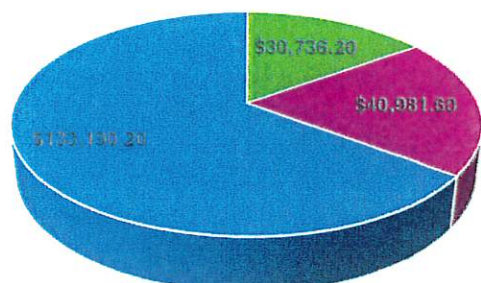


What's Up With. . .

CDBG, City Recorder, Victim Services, Prosecution, and Litigation



FY24 CDBG \$204,908



Public Services 15% Administration 20% Projects 65%

~ MORE CDBG EXCITEMENT ~

- **\$200,542.54 Past Funding Balance (2018-22)**
 - Art Center Elevator Replacement (ADA)
- **\$133,190.20 Upcoming Reallocation for Facility Upgrades at CAFC and Qualifying Parks**
- **Have Heart Final Inspection September**

CLEARFIELD CITY VICTIM SERVICES 2023 -2024



514 victims
served

1155 criminal
justice
notifications

37 Housing
assistance
awards

269
Protective
order assists

GRANT INFO

- **\$302,765.08 Total 2-Year VOCA Grant Award**
 - The VOCA Grant is awarded in two-year cycles
 - \$151,382.64 per year
 - \$51,000.00 for DAVHA Housing Awards
 - Year 2 of current VOCA began July 1, 2024
- **Teresa Allen participates on the statewide VOCA grant selection committee (not ours!)**
- **April 2025: Application for next 2-year cycle**
 - We expect a 20% reduction in VOCA funding for 2025-2027
 - We will apply for more or to maintain
 - We have a plan to best utilize if reduced



CITY RECORDER'S FUN FACTS!

- **GRAMA: Average 120 per year**
 - Increases year over year
 - More complex with video and redaction laws
 - Supervise & Advise PD on GRAMA
- **Contract Review: Average 100 per Year**
 - Receive, monitor, track and maintain
- **PrimeGov/Granicus: Started June 2023**
 - Over 300 Staff reports
 - 68 Agendas and 68 Minutes
 - Video access to Council Meetings
- **Public Notice Preparation and Postings**
 - Utah Public Notice website, the City's website, the Davis County Library - Clearfield Branch, both post offices, and City Hall. Some notifications are still required to be prepared and published in the Standard Examiner.
- **2023 Municipal Elections Officer**
- **2024 PARAT Tax Renewal Management**



PROSECUTION NUMBERS

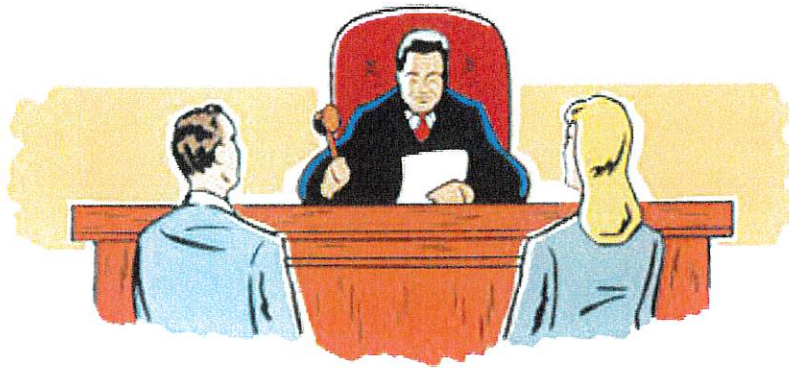
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LITIGATION UPDATE (We Have None!)

- 2023 Rio Grande Accident: Settlement/No Fault
- 2022 University Parkway: City Dismissed
- 2020 Fentanyl Overdose: Small Settlement/No Fault
- 2019 Holt /School Crossing: Small Settlement/No Fault
- **City ONLY PAID the 10K deductible on all cases**
 - Kudos to Olympus Insurance & outside counsel
- **This is the first time in my 20+ career working with a municipality that legal has no active litigation! (Jinx, I know!)**

PROSECUTION FY 2024

	Evidentiary	Resettlement	Disposition	Preliminary	Bench Trial	Suppression	
July	6	2	6	66	9		
August	13	1	12	101	10	1	
September	11	3	9	58	4		
October	14		11	109	10		
November	7	1	15	83	18		
December	21	1	4	99	11	2	
January	17	1	19	111	9	1	
February	16		11	93	8		
March	29		13	101	2		
April	18		5	71	9		
May	18		6	75	9		
June	11		20	94	12		
Total:	154	9	131	1062	111	4	Grand Total 1481



FY24

	Criminal Filed	Disposed	Traffic Filed	Disposed
July	54	44	184	190
August	49	56	250	226
September	41	43	181	214
October	55	57	171	222
November	49	43	162	189
December	66	60	144	173
January	80	82	174	199
February	27	64	200	175
March	43	40	183	198
April	48	61	228	205
May	49	36	254	197
June	54	64	140	248
Totals:	595	639	2276	2436

HUMAN RESOURCES

Employee Support & Relations

ALL EMPLOYEE EVENTS / CAMPAIGNS / TRAININGS

Employee Appreciation Events:

- Summer Food Trucks
 - J. Brian Smokehouse
 - Dakine Grinds
 - Lucky Slice

Wellness Campaign:

- *January*- Wellness Challenge- 5,000 steps or 30 min of exercise, up to 7 days per week
- *March*- Healthy Eating lunch and demo put on by USU
- *May*- Triathlon- Employees were to run 6 miles, Swim 1 mile, and Bike 25 miles
- *August*- Coordinated with Clearfield High Teen Center to get list of items employees can donate.

Safety Campaign:

- *February*- Heart Health Month
- *April*- Parks Safety Inspections- staff went outside to our parks and completed a safety inspection, to get a better understanding of what goes into the safety of our parks
- *June*- National Safety Month annual BBQ
- *September*- QPR training- Evidence-Based Suicide Prevention and Awareness Training provided by Davis County Health Department

Supervisor Trainings:

- *February*- Making Your Interview Work for You (internal trainer)
- *March*- Training on Supervising Individuals with Disabilities (Director, Governor's Committee on Employment of People with Disabilities & Business Relations)
- *April*- Identify and Leverage Your Power Skills, with Women in Leadership institute
- *June*- Leadership training with Carbajal Counseling
- *August*- Microsoft 365 Training (internal trainer)
- *September*- Windmills Training (business relations specialist with the Utah state office of rehabilitation)
- *October*- Clifton Strengths training with Women in Leadership institute

CLEARFIELD CITY COMPENSATION PHILOSOPHY

General Philosophy of a Compensation Plan

- Lead the local market for competitive recruitment/retention by setting the ranges over average market.
 - a. Can the City afford to lead the market?
- Meet the local market by aligning the ranges to the average market.
 - a. Currently a form of this, but some positions are above, and some are still below. However, this existing difference is not purposeful, but it can be. For example, the compensation philosophy can be to meet the average market for all positions, but then some are specifically defined as needing to lead or be in the top quarter, or vice versa and purposefully lag or be in the bottom quarter.
- Follow the local market by not reaching the average.
 - a. Typically, only happens for financial purposes, and fiscal resources will then be allocated to recruitment and turnover.
 - i. Total Payout Cost + Recruitment Cost + Compensation/Benefit Cost + Training Costs
 - ii. Turnover Costs typically calculate approximately 1.5 times the cost of the original position (up to two times for PD), which is in addition to the impact to operations that impacts the residents over time.
 - iii. Organizations with limited financial resources should find balance with competitive salaries of the organization will be using its limited financial resources on turnover costs.
- Hybrid of the above philosophies by creating unique and specifically defined goals for certain positions.
 - a. For example, the compensation philosophy can be to meet the average market for certain positions, and at the same time define those positions that the city wishes to lead the market or be in top quarter of the market for certain specifically identified positions, or vice versa, purposefully identify those positions that the city wants to lag the market or be in the bottom quarter.

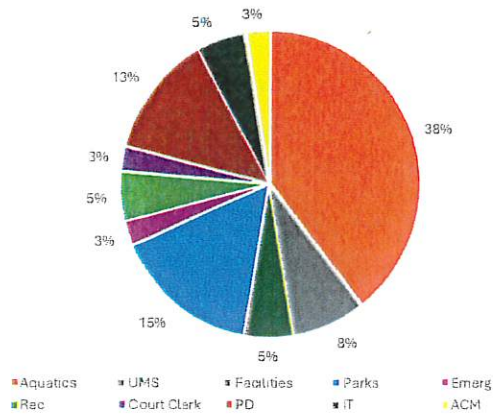
INTENTIONAL FOCUS ON SUSTAINABILITY



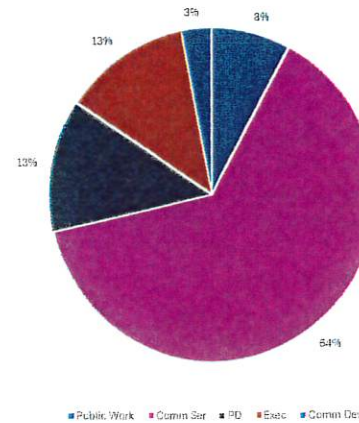
Our compensation philosophy must be sustainable long-term to be successful. As such, no compensation plan is written in stone, it requires adaptability and intentional flexibility. Moving forward, we hope to resolidify our philosophy as an organization and make a commitment to a well-defined compensation plan that creates both stability and predictability, as well as allows for intentional deviations. It is our hope that future deviations from the council philosophy that are deemed necessary should be intentional and made with a complete understanding of impact on the current and future budgeting and implementation and operation of the existing compensation plan.



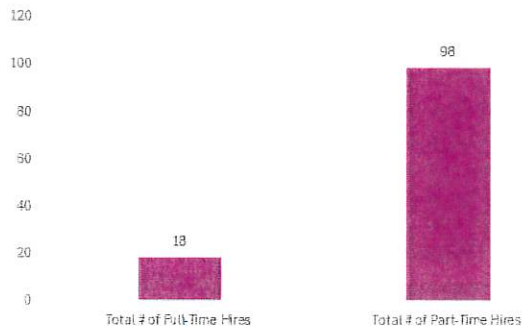
Job Posting by Division



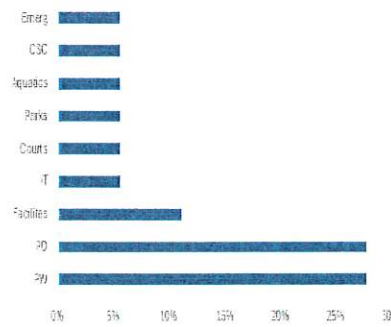
Job Posting by Department



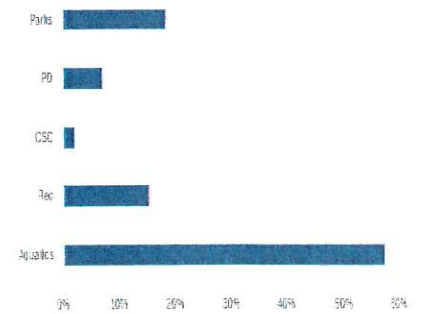
Full-Time vs Part-Time Hires



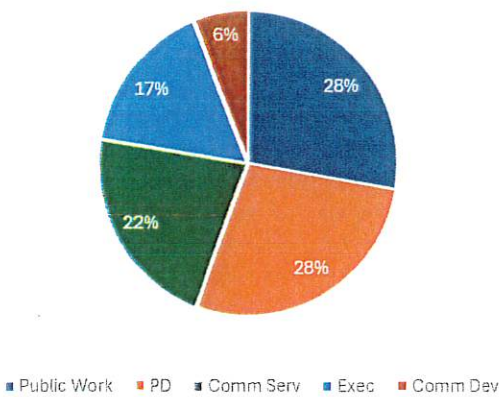
Full-Time Hires by Division



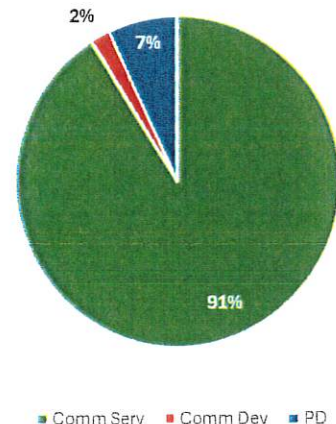
Part-Time Hires by Division



Full-Time Hires by Department



Part-Time Hires by Department



PT-Aquatic Center Break Down

